

論文の要旨

社会的マイノリティの包摂に向けた農的活動のマネジメントに関する研究

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本研究は、「すべての人が社会の中でつながりを形成し、社会参加できること」、すなわち「社会的包摂」という理念の重要性が世界的に注目される今日において、社会的マイノリティとされる移民と障がい者による農的活動に着目し、農的活動を通じて彼らが他者の助けとなる「役割」に出会い、さらに「役割」を深めていくプロセスを促進する場・機会の形成のあり方と、役割を深めていく中で、彼らと接する団体や市民の認識がどのように変化したかを明らかにするものである。本研究は、こうした「活動のマネジメント」と「活動を通じた社会的マイノリティへの認識の変化」の循環が、「社会的包摂」の実現へ向けていかに展開できるのかを考察した。

本研究は、全5章から構成されており、論文の中核をなす成果は、「カナダにおける移民の農的活動」を対象として、「移民による役割の探究を促すマネジメントの特徴」を明らかにした第2章と、「日本における障がい者の農的活動」を対象として、「障がい者による役割の探究を促すマネジメントの特徴」を明らかにした第3章に集約されている。

第2章では、「移民の役割の探究を促す農的活動のマネジメント」を対象に、まず序節において「カナダ三大都市圏における農的活動の取組と移民参加」に関するこれまでの動向を詳細に明らかにし、特にトロント大都市圏において、1980年代中期から現在に至るまで、多様な文化的価値観を有する市民の農的活動への参加が推進されてきたことが明らかになった。そこで次節では、トロント市郊外に立地する多民族コミュニティ・ファームを事例に、「移民の役割の探究を促す農的活動のマネジメント」の特徴を解明するため、ファームの運営に参与する移民・カナダ人を含めた参加者へのライフストーリー・インタビューを実施し、グラウンデッド・セオリー・アプローチを用いて参加者の「役割の遷移」の時系列分析を行った。その結果、「協働者」「補助者」「促進者」の3種類の役割を参加者が獲得していたこと、また参加の継続を通じて受動的な関わりを持つ「協働者」から、より能動的な関わりを持つ「補助者」や「促進者」へと役割を遷移させている現象が、複数の参加者において認められた。さらに、移民の「役割の遷移」を促進したと考えられる農的活動マネジメントの特徴として、「①参加が容易な活動の提供」「②共同作業を促す場の提供」「③新規事業の企画への支援」の3点の重要性が示唆された。

第3章では、「障がい者の役割の探究を促す農的活動のマネジメント」を対象に、まず序節

において「障がい者が有する能力・適性発揮を促進する団体・業務内容のあり方」を考察するため、全国の農福連携団体を対象に郵送およびオンラインアンケート調査を実施し、「能力・資格の5段階評価」および「適性・雇用条件の5段階評価」を目的変数、「団体の主目的」「障がい者が携わっている業務内容」を説明変数とする、順序ロジスティック回帰分析を行った。その結果、団体運営の主たる理念が「福祉」にあり、かつ高次の業務を扱う農福連携団体において、障がい者の能力・適性への期待や評価が高いことが示唆された。そうした序節での結果をふまえ、次節では、福祉に主たる運営理念を置き、高次業務を扱う先進事例であるココ・ファーム・ワイナリー（足利市）とごきげんファーム（つくば市）の2団体を対象に、団体職員に対して半構造化インタビューを実施し、グラウンデッド・セオリー・アプローチを用いて参加者の「役割との出会いと深化」のプロセスと、「役割の深化」を促す農的活動のマネジメントの特徴を分析した。その結果、「①適性を見出す体制づくり」「②役割を深められる社会関係・作業空間を有した場づくり」「③高次化を促す環境の整備」「④消費者と接する場づくり」の4点により、障がい者の「役割との出会いと深化」が促進されることがわかった。

第4章「社会的マイノリティの包摂に向けた『役割の探究』を促す農的活動マネジメントの促進方策」では、第2章および第3章の結果を踏まえ、異なる特性を有する社会的マイノリティの「役割の探究」を促す農的活動のマネジメントのあり方と展開可能性を考察した。はじめに、本研究のリサーチ・クエスチョン（①いかなる「農的活動のマネジメント」が社会的マイノリティの「役割の探究」を促進するか？②「役割の探究」が社会的マイノリティへの認識にいかなる変化をもたらしたか？）に対して本研究が明らかにした成果を整理した上で、移民の「役割との出会い」を促すマネジメント要素として「文化間交流が行えるアクセス性の高い活動空間の創出」、「役割の遷移」を促すマネジメント要素を「空間管理」については「共同作業・新規事業を実施できる『プログラム空間』の創出」、「人材管理」については「次の就業機会に斡旋できる組織内外の仕組みづくり」が示唆された。また障がい者の「役割との出会い」を促すマネジメント要素として「世代間交流が行えるアクセス性の高い活動空間の創出」、「役割の深化」を促すマネジメント要素を「空間管理」については「適性を見出し・長期的な活動が可能な耕地・施設の確保」、「生産管理」については「高次化した技能をサービスの高品質化に繋げる仕組みづくり」が示唆された。

最後に、第5章では、本研究の結論、限界と今後の展望について述べた上で、社会的マイノリティが場づくりにどのような貢献ができるかをプランナーが積極的に考慮し、彼らの地域コミュニティにおける生産的活動への参加を促進するための実践的な計画ツールを開発する必要性を提言した。

本研究から、移民は「役割の遷移」により支援を「受ける」主体から「与える」主体へ、障がい者は生産に「関わる」主体から「支える」主体へと役割を深め、それぞれに個性を發揮することにより、関わる団体や市民による彼らへの認識は変化し、見直されることがわかった。こうした「役割の探究」と「認識の変化」の循環を促すマネジメントのあり方を見出すことにより、社会的マイノリティも等しく社会参加できる「包摂」の実現への展開可能性が示唆された。

Abstract

A study on management of agricultural activities toward inclusion of social minorities

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Keywords: agricultural activities, social inclusion, immigrants, persons with disabilities, management

Social inclusion, defined as the process of ensuring every individual, regardless of their background, can achieve their full participation in society and foster a sense of belonging, has in recent years been increasingly posited as a significant development goal across multiple countries. At the same time, agricultural activities have been implemented in cities as means for promoting education, social interaction, and employment for diverse community members, including social minorities, populations who are likely to be disadvantaged in terms of resource allocation and social/cultural status based on identifiable personal attributes. While benefits of agricultural activities on social minorities' health and wellbeing have been widely documented, the process in which social minorities come to take active roles in agricultural activities by demonstrating their aptitudes and skills as key contributors of the program, which this study refers to as a "role quest" process, and what management approaches are required to promote the process, has not been explored empirically.

Thus, by focusing on agricultural activities that engage social minorities, particularly immigrants and persons with disabilities, this dissertation aims to explore key management characteristics of agricultural activities that promote social minorities' "role quest." It aims to identify how supporting members, including staff and participants engaging in the agricultural activities, come to perceive the particular social minority groups as results of their "role quest." The study discusses key management strategies of agricultural activities which contributes to fostering a change in how supporting members perceive social minorities for building an inclusive community.

To achieve the aim, two research questions have been proposed as follows:

- 1) What kind of management approaches of agricultural activities contribute to social minorities' "role quest" processes?
- 2) What effect does social minorities' "role quest" process have on supporting members' perceptions toward social minorities?

In order to explore this management approach of agricultural activities involving immigrants, Canada was selected as a case study region, as it has seen significant immigration, places significant cultural value on "multiculturalism" as a concept, and has seen recent urban agriculture movements spread across major immigrant hosting cities. For identifying management approach of agricultural activities involving

persons with disabilities, Japan was selected as a case study region, as the country has recently undergone policy development process for promoting employment of persons with disabilities and has been positing agriculture as a key workplace for persons with disabilities as part of a movement known as “noufukurenkei.”

Chapter 2: Immigrants’ “role quest” process in agricultural activities and contributing management characteristics

The second chapter consists of two parts to discuss management characteristics of agricultural activities involving immigrants in Canada, specifically in urban context.

In the first section, literature review and spatial identification of projects were conducted to investigate the process in which agricultural activities, which are often called “urban agriculture” in recent discussion, have been re-incorporated into city and community planning in three major metropolitan areas (Metro Vancouver, Greater Montreal, and Greater Toronto Area) over the past three decades, and explore how each metropolitan area posited ethnic groups as well as recent immigrants in the discourse of agricultural activities in cities. The results show that in Metro Vancouver, where urban agriculture has become a major part of neoliberal urban development strategy, and in Greater Montreal, where the economic crisis led to the earliest institutionalization of community gardens in Canada, ethnicity-neutral and equal visibility attitudes have been found across organizations engaging in agricultural activities. On the other hand, in the Greater Toronto Area with Canada’s highest percentage of immigrant populations, the establishment of a food policy council contributed to the establishment of various community-based, bottom-up organizations on food security, which serves as spaces for community empowerment for many existing ethnic communities.

In the second section, by taking Black Creek Community Farm (BCCF), a multiethnic community farm in the inner suburb of Toronto city, as a case study, a set of 15 life story interviews with participants including immigrants was conducted to identify what roles immigrants played within the group using the longitudinal analysis of individuals’ role-taking processes between 2010–2018. The results show there were three types of roles—recipient, assistant, and facilitator—taken by the participants during their involvement. The timeline of individual role types by year showed that more than half of the immigrants at the BCCF underwent a “role shift” to take an assistant and facilitator role that required higher engagement. The findings suggest immigrants’ orientations towards the BCCF have shifted over time from being included in the organization to actively including others in the local community. Based on these results, three key management characteristics that contribute to immigrants’ “role shift” were suggested: 1) providing accessible activities, 2) providing places involving teamwork with other members and 3) providing opportunities and technical support for new programs.

Chapter 3: Persons with disabilities’ “role quest” process in agricultural activities and contributing management characteristics

The third chapter consists of two parts to discuss management characteristics of agricultural activities

involving persons with disabilities, particularly persons with intellectual disability and psychiatric disability, by taking Japan as a case study region.

The first section introduces the background of “noufuku-renkei (collaboration between agriculture and welfare)” movement that has been promoted by the national government which introduces agricultural activities as spaces for rehabilitation, employment training, and skill acquisition for persons with disabilities. The section explored the relationships between organizational and occupational characteristics and the degree to which the organization hired persons with disabilities based on employment terms and applicant’s aptitude, regardless of disability as well as hired because an applicant had the necessary skills and qualifications for its agricultural activities. The results suggested that abilities and aptitudes were relatively valued via agricultural settings and showed that when the organization was welfare-oriented, the degree to which the organization hired based on employment terms and applicant’s aptitude, regardless of disability as well as hired because an applicant had the necessary skills and qualifications were both higher compared to a case wherein the organization was agriculture-oriented. Moreover, the degree of importance placed on the abilities and aptitudes of people with disabilities at the time of employment was higher in organizations that sell their own agricultural products to other agricultural management entities and in organizations where people with disabilities participate in agricultural sales activities.

In the second section, the process in which “role build” of persons with disabilities takes place and key management characteristics of agricultural activities were explored through a comparative study between two organizations in the Northern Kanto region. A set of 14 semi-structured interviews was conducted on staffs of Coco Farm & Winery, an organization engaging in wine production that was founded by a group of teachers supporting persons with intellectual disabilities in Tochigi Prefecture, and Gokigen Farm, an organization engaging in diversified farming that was founded as a local “noufuku-renkei” project in Ibaraki. Drawing from a Grounded Theory Approach of the semi-structured interviews, the study underwent the following analyses. First, the study identified that persons with disabilities’ “role quest” process is composed of two steps: “role encounter” and “role build.” In the first step, “role encounter,” a person meets a task (role) that he/she finds suited to himself/herself, where in the second step, “role build,” the person gains familiarity and improves his/her skills of that role over time. Secondly, the study identified which management approaches contributed to “role encounter” and “role build” processes and categorized them into three types: 1) collaboration approach, 2) environmental arrangement approach, and 3) coordination approach. Lastly, the study identified what effect persons with disabilities’ “role shift” have on perceptions of supporting members toward persons with disabilities they work with. Results from the two case studies suggest four key management characteristics that contributed to persons with disabilities’ “role quest” process: 1) developing an “aptitude identifier” system among supporting members 2) forming social relationships and workspace environment that enable “role build” process 3) developing environmental interventions and production strategies for higher quality products, and 4) generating opportunities for participants to interact with customers.

Chapter 4: Discussion

Based on the results of Chapters 2 and 3, this chapter discusses measures to promote social minorities' "role quest" process in agricultural activities for advancing inclusion. First, the chapter provides answers to the research questions stated above (1) What kind of management approaches of agricultural activities contribute to social minorities' "role quest" processes? and 2) What effect does social minorities' "role quest" process have on supporting members' perceptions toward social minorities?). Secondly, key management approaches for promoting social minorities' "role encounter" in agricultural activities are discussed, followed by the discussion on key management approaches for promoting immigrants' "role shift" process from spatial management and human resource management aspects, and key management approaches for promoting persons with disabilities' "role build" process from spatial management and production management aspects respectively.

Chapter 5: Conclusions

The final chapter provides an overview of the findings, research limitations, and future research directions of the study. The chapter concludes by highlighting the need for planners to actively take into account what contributions social minorities can make in place-making and develop practical planning tools to foster their engagement in productive activities in local communities.